

Joseph W. Duffy, Labor Arbitrator

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RESUME

Professional Affiliations: National Academy of Arbitrators
Washington State Bar Association

Education: J.D. Seattle University Law School
M.P.A. University of Washington
B.A. Columbia

Industries: As an arbitrator, have heard and decided cases in the following industries: Broadcasting, college faculty (community college and four year), communications, construction, electrical utilities, fire fighting, food processing, government (city, county, federal), health care, high technology, hotel & restaurant, manufacturing, maritime, metal working, mining, newspaper, nuclear energy, package delivery, oil refining, police, postal service, public transit, railroad, retail grocery, school districts, shipyards, telephone, truck manufacturing, trucking, warehousing.

Issues: Arbitrability, attendance, bargaining unit work, benefits, compensation, contract interpretation, contracting out, demotion, discipline and discharge, hazard pay, hiring practices, holiday pay, incompetence, job classification, layoff, off-duty misconduct, overtime, premium pay, scheduling, seniority, sexual harassment, vacation, work assignment.

Fees: \$950 per day for hearings and study time, plus reasonable travel expenses; cancellation fee of \$950 per day for each scheduled day that is cancelled with less than seven (7) days notice. The fee is split equally unless the parties specifically agree otherwise. For multi-day hearings, the cancellation fee applies to all scheduled hearing days if the hearing is cancelled with less than seven (7) days notice prior to the first scheduled day.

Work Experience: 1993 - Present: Labor Arbitrator/Mediator. **1995 – 2004:** Commissioner, Washington State Public Employment Relations Commission. Appointed by the Governor to this part-time position in 1995 and reappointed in 1999 for a second term that expired in 2004. Along with two other Commissioners, heard and decided appeals from the decision of Hearing Examiners and the Executive Director. **1996-1999:** Lecturer, University of Washington School of Business. Taught courses in negotiation and introduction to law to undergraduate students. **1977-1992:** Served as Vice-President of Employee Relations for King Broadcasting Company, a regional communications company headquartered in Seattle. The work force consisted of 1400 employees, including about fifteen bargaining units represented by a number of local unions. The company operated from nineteen locations in six states. (CA, HI, ID, MN, OR, WA)